

FACILITATING

1. WHAT IS THE DIFFERENCE BETWEEN AN INSTRUCTOR AND A FACILITATOR?

A) Instructor: “*sage on the stage*”

- context expert bringing knowledge.
- knowledge delivered in the form of a lecture.
- she /he has the control of what is being learnt.
- participants adapt their behaviour to the situation

B) Facilitator: “*guide on the side*”

- process manager
- engage participants.
- access prior knowledge for the learning (participants experience)
- participants share a cooperative learning.

⇒ teaching would be in the middle.

⇒ it depends on the subject, contents and the needs of the participants that it is better to be an instructor, a facilitator or a teacher.

2) WHAT DO FACILITATORS DO?

3 dimensions of the facilitators:

1. **architects**: they get information about the group (purpose, desired outcomes, group needs) and design the agenda.
2. **pilots**: they take care about the group journey (room conditions, material, etc.)
3. **guide**: lead the group in an unexplored territory and transmit confidence.

3) FACILITATION: THE SECRET OF THE STARTING QUESTION.

↳ Facilitators make things easy and ask questions that make it easy and don't make the participants feel stupid.

The best type of question to achieve that: visual questions ↳ you can see the answers.

These questions have to start with "think about", "imagine", "consider", ... so participants can see the answer.

4) THE EFFECTIVE FACILITATOR.

Facilitators make it easy for the group to accomplish its result.

↳ **Challenges** that people face in facilitation:

1) Dysfunctional behaviour.

How to prevent this: - conscious prevention

- early detection

- clean resolution

2) Full consensus.

Compiled by Ana

June 2020